

Fargo VA Health Care System



PSYCHOLOGY
DOCTORAL
INTERNSHIP
PROGRAM
2021/2022

MATCH Number: 220711
Applications Due: November 20, 2020
Website Updated: February 2021

Dear Applicant,

We are thrilled you have taken an interest in the APA-accredited doctoral internship program at the Fargo VA Health Care System. We know that fit is an important consideration when choosing a doctoral internship. With this in mind, we have assembled this brochure to help you establish if the Fargo VA is a right fit for you.

We pride ourselves on our commitment to training, our ability to flexibly tailor each intern's unique training experience, and our passion for teaching and supervision. Over the years, we have also been known for our innovative and exceptional telehealth program. That has been even more so strengthened during this time of COVID19. As many facilities nationwide were switching over to telehealth, we were able to allow full time telework for our interns quickly and effectively, as our program was effectively utilizing telehealth modalities before the current pandemic. Our 2019-2020 intern cohort began doing exclusively telehealth services in March 2020 at the onset of the pandemic, as well as began teleworking from home shortly following that time. On June 22nd, considering the very low number of COVID cases in our community, staff returned back to the facility; however continued to do primarily telehealth. Our intern cohort that began in August 2020 completed orientation on-site, adhering to hospital wide precautions. As interns were familiarized with facility processes, they transitioned to doing some telework from home, and each were provided with VA issued laptops. Telework schedules were personalized for each intern (i.e. based on interns training plans and preferences). This has continued to be monitored as we review COVID numbers in our area. We do hope to offer on-site training as much as possible moving forward. Although it is difficult to predict what the future holds, we foresee future interns (and the field as a whole) will be using more telehealth and technology based resources. We believe we are, and will continue to be, an excellent site for quality telehealth training.

As you will see below, doctoral trainees at the Fargo VA choose from among five major rotations and additional minor rotations to create an expansive and dynamic training experience tailored specifically to their unique training goals and interests. As one of the largest medical centers in the Fargo-Moorhead area, our hospital is large enough that each intern has opportunities to work with diverse departments, yet small enough that our interns report feeling like they are part of each interdisciplinary team whom they consult.

Fargo-Moorhead is a growing metropolitan area that offers unique opportunities to work with rural Veteran's while living in a "surprisingly cool and affordable city" (LIVABILITY, 2019). Fargo was ranked as one of the 100 best cities in the USA for both 2019 and 2018. With Minneapolis less than 3.5 hours by car, our interns often take weekend trips into the Twin Cities area. The wild beauty of the prairies is nearby as well – with the Badlands, the Boundary Waters, Franklin Roosevelt National Park and the headwaters of the Mississippi River all within a day's drive.

If any questions come up as you read this brochure, don't hesitate to let us know. We would love to get the chance to answer your questions and to help you decide if our program might be right for you. We realize that at this time with some of the uncertainties associated with COVID-19 pandemic, it is difficult to specifically predict how major and adjunctive rotations may look come 2021. That being said, we can assure you that our commitment to ensuring exceptional training, tailored toward your training goals and interest, will always be at the forefront.

Best wishes as you begin your internship journey!

Sincerely,



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COVID UPDATES/RESOURCES

We realize there are uncertainties in knowing how training may look in the 2021-2022 training year, and believe that transparency and on-going communication is imperative during this time. We have elected to use this section of our brochure to provide updates on our response to the COVID-19 pandemic, in order to provide interested applicants with important, ever changing information during this time. The COVID pandemic has resulted in a number of changes and challenges; however, one thing is certain, our commitment to training, our continued availability to answer any questions, and our care for our trainees.

In April 2020, at the start of the pandemic in our area, all of our Psychology Interns began full-time teleworking from home, and this transition was completed allowing minimal disruption to the training plans and activities. Interns are considered essential employees, and continued to provide intervention and assessment services, using telehealth technologies, participated in the same didactic opportunities, and received live supervision. They also were involved in group therapies, via CVT to home technologies, as part of an innovative process in transitioning groups to this modality. Interns could certainly elect to come on-site if they chose, and rigid screening was completed for all those coming on-site, including screening questions and daily temperatures being taken for all those entering the facility.

Our facility began our “moving forward” initiative, which involved Mental Health Staff returning the facility on June 22, 2020. This date was set with careful consideration and review of low COVID cases in our community, as well as extremely low COVID numbers being seen in the facility. All staff and individuals entering the facility continued to be screened with relevant COVID screening questions, and body temperatures continue to be taken daily for all those entering the VA. We strictly limit visitors coming on site. All staff are provided with ample PPE in cases when it may be needed, and staff and visitors are required to wear masks at all times (unless by themselves in their own office space). All mental health clinicians are encouraged to continue seeing Veterans via telehealth or phone for outpatient appointments to limit direct patient contact. Meetings that are being conducted, primarily remain via teleconference, in order to allow didactics and interdisciplinary opportunities, while also engaging in safe social distancing. Telesupervision is also being conducted during this time, per allowance considering pandemic. This will continue to be reviewed, and may continue to be incorporated as appropriate and authorized moving forward. All staff must stay home if they are not feeling well or experiencing any COVID symptoms (extra days of leave may be allowed under certain circumstances to encourage this). Interns have access to masks, hand sanitizer, and CAVI wipes; interns also each have their own office.

Although it is anticipated and hoped that interns will generally complete internship hours on-site; in the event of increasing COVID cases in the community or other COVID related concerns, telework may be authorized. Our current intern cohort began teleworking for portions of their training, as was appropriate for their training goals, rotations, and developmental level. The approval of telework to complete internship activities, to include patient care, clinical supervision, didactics and other training requirements, is reviewed by the Director of Training, the Designated Education Officer (DEO), and medical center.

We will continue to update this status and our training materials as the situation evolves. As always, do not hesitate to reach out to us as well with any questions, we are more than happy to visit more and answer any questions you have during this time. Our trainee health is our utmost priority.

PSYCHOLOGY SETTING



Fargo VA Healing Garden

The Fargo VA Health Care System (HCS) is a Joint Commission accredited medical/surgical center with 26 acute care beds, a 38 bed Community Living Center, Primary Care and Specialty Clinics, and 10 Community Based Outpatient Clinics (CBOCs), serving over 34,000 Veterans in North Dakota and northwest Minnesota. North Dakota CBOCs are located in Grand Forks, Bismarck, Dickinson, Grafton, Jamestown, Minot, Devils Lake, and Williston. Minnesota CBOCs are located in Bemidji and Fergus Falls. The Fargo VA HCS provides primary and secondary medical, surgical, psychiatric inpatient care, primary and specialized outpatient care, and rehabilitative care. The Fargo VA HCS maintains an active research program and is affiliated with the University of North Dakota School of Medicine and Health Sciences, providing training to medical students and Internal Medicine, Psychiatry, and Surgery Resident physicians. The Fargo VA HCS is also a training facility for nursing and allied health care students.



Minot CBOC



Grand Forks CBOC

There were over 2,000 inpatient admissions and over 330,000 outpatient visits in Fiscal Year 2019. The majority of Veterans served by the Fargo VA HCS and surrounding CBOC's reside in rural or highly rural areas. We are committed to providing quality, innovative services to our Veterans in rural communities. Psychology has greatly expanded tele-medicine services, including group therapies via tele-medicine. Assessment, therapy, and consultation services are also available to those in rural communities via Home Based Primary Care up to a distance of 50 miles from Fargo. Additionally, some CBOC sites have a Mental Health social worker and all provide Telehealth options.



Psychology Service is integrated within the Mental Health Service Line, which also consists of Psychiatry, Pharmacy, Social Work, Nursing, Substance Abuse Treatment Program, Compensated Work Therapy, and Peer Support. Psychology Service includes 14 Licensed Psychologists, one Psychology Resident, a doctoral level Psychology Technician, and two Peer Support Specialists. A number of our full-time staff were hired following their internship at the Fargo VA. Psychologists have diverse theoretical orientations, clinical specialties, and interests. Several Psychologists specialize in co-occurring PTSD and Substance Use, Health Psychology, and Home Based Primary Care. They also serve on the PTSD Clinical Team, Substance Abuse Treatment Program, Social Work Service, Pain Management Committee, Primary Care Mental Health Clinic, and the Specialty Mental Health Clinic. Psychologists also complete compensation and pension examinations and Psychology services are highly valued across the Center. Staff participate on committees in their respective areas of interest. Psychologists enjoy a very supportive and enjoyable work environment; and typically report much satisfaction with their VA careers.

Ongoing training is a priority. In-house training is consistently provided on a range of topics (i.e., ethics, updated and innovative assessments, evidenced based therapies, cultural diversity). Psychologists frequently attend national and regional trainings and conferences related to their individual areas of interest. Many of the staff within the Mental Health Service Line have attended national VA trainings in evidenced based care, and are formally certified in a variety of modalities (i.e. Prolonged Exposure and Cognitive Processing Therapy for PTSD, Cognitive Behavioral Therapy for Depression, Motivational Interviewing, Modified Problem-Solving Therapy, Cognitive Behavior Therapy for Chronic Pain, Interpersonal Psychotherapy for Depression, Integrative Behavior Couple's Therapy). Psychologists participate in monthly conference calls addressing the successful utilization of empirically supported treatments, continually review current literature, and subsequently disseminate findings to other staff members. Psychology staff have presented for Psychiatry Grand Rounds on topics such as the Recovery Treatment Model, Evidence-Based Therapies for PTSD, Treatment of OIF/OEF Veterans, and PTSD and Substance Use. They are also very involved in Diversity Education, including staff having a large role in our VA's Diversity Committee.

TRAINING SCHEDULE AND ROTATIONS

During orientation week, interns will meet with the Training Director to plan their training schedule for the upcoming year. Three primary rotations will be selected, as well as a required year-long assessment clinic. Interns may also choose up to two adjunctive rotations to complete throughout the training year. The majority of interns will devote an average of three days time per week to their major rotation, one day to assessment clinic, and the remaining day to didactic and adjunctive trainings. Interns will be given flexibility in choosing rotation schedules; although asked to consider an approach consistent with generalist training. The following are offered as options for major rotations.

MAJOR ROTATIONS

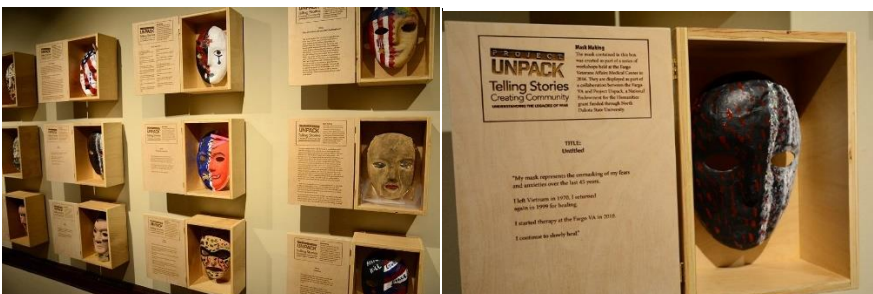
THE MENTAL HEALTH CLINIC (GENERAL PSYCHIATRY)

The Mental Health Clinic is a large outpatient program consisting of psychiatrists, addiction counselors, pharmacists, nurses, nurse practitioners, social workers, psychology technician, peer support specialists, psychologists, vocational development specialists, and other trainees. Referrals are received from primary care, neurology, dementia care clinic, vocational rehabilitation, and various other entities throughout the VA system. The Clinic provides interns an opportunity to work within an interdisciplinary outpatient setting, and offers excellent telehealth opportunities. Clients are treated for a wide variety of diagnoses, including mood, anxiety, psychotic, personality, and adjustment disorders. A large percentage of clients also present with substance abuse disorders, allowing for experience in treating dual diagnoses. The outpatient clinic provides excellent opportunities for training in a variety of psychological models. Both long-term and brief psychotherapy interventions are utilized in individual therapy and group therapy treatment formats, which are primarily all offered via tele-modalities. Options for telehealth groups, via CVT to home technology are available, as is individual telehealth to Community Outpatient Clinics, or CVT to home sessions. Interns have the opportunity to receive specialized training in a variety of evidenced based therapies, such as individual Cognitive Behavioral Therapy. Acceptance and Commitment Therapy, and Dialectical Behavior Therapy. Opportunities to co-lead a variety of groups are also available (e.g., Acceptance and Commitment Therapy for Problem Anger Group, Mindfulness Group, and a modified DBT Group). These groups are all being facilitated via CVT to home at this time, offering interns opportunities for experience facilitating groups via this modality. In addition to the variety of intervention opportunities, cognitive and personality assessment is highly emphasized in the rotation.

Evidence-Based Treatments.

THE POSTTRAUMATIC STRESS RECOVERY (PTSR) PROGRAM

The PTSR Program is located within Psychology Services and is the main treatment location for clients with posttraumatic stress disorder or subclinical anxiety symptoms secondary to traumatic life events. This program treats a full range of both civilian and military traumatic events. The most common traumatic events experienced include combat-related life-threatening situations, sexual trauma, natural disasters, car accidents and/or situations experienced by first responders. Interns in this program would receive specialized training in the assessment and treatment of patients with acute and chronic trauma-related disorders. Through clinical experience and supervision, students can expect to develop a comprehensive understanding of the sequelae of trauma and evidence-based treatment approaches for trauma-related disorders. The majority of clients are seen initially for an orientation to treatment session designed to provide education on available treatment options and triage clients into the most appropriate service. Clients are almost exclusively seen via telepsychology at this time due to COVID precautions. Skills developed on this rotation include: time-limited psychotherapy with emphasis in Cognitive Processing Therapy or Prolonged Exposure, co-leading groups (e.g., Moral Injury and Repair Group, PTSD Family Education Group, Telemedicine Woman's Group for Survivors of Military Sexual Trauma), diagnosis and assessment of PTSD [including Clinician Administered PTSD Scale for DSM-5 (CAPS-5) training], and consultation to a team that includes those from other disciplines (i.e., Social Work, Chaplaincy, Psychiatry). Specialized training in Moral Injury, including co-facilitation of the Moral Injury and Repair Group is included, as well as opportunities to learn more about innovative treatment involving adaptive disclosure. Interns can also be trained in Written Exposure Therapy, a brief exposure based treatment being effectively utilized in the treatment of PTSD. Interns have significant involvement with PTSD Awareness Month activities, including prior involvement in the our "Mask Making" project, which allows Veterans an exposure opportunity to express their trauma related feelings while painting individual masks. Outreach opportunities, such as presenting to staff at homeless shelters about PTSD and speaking to local news reporters requesting interviews, have also been facilitated. Trainees will be able to have valuable training in facilitation and co-facilitation of virtual groups in this rotation, via CVT to home services. This includes telemed PTSD aftercare groups, and Moral Injury and Repair Group. This allows interns to serve a wide catchment area of Veterans, including those for whom distance to VA may have otherwise been a barrier to treatment.



Photos from a recent Fargo VA Masking Making Event and Display, of which former interns report greatly valuing opportunities to participate and assist

HIGHLY RURAL MENTAL HEALTH

The Fargo VA is responsible for ten Community Based Outpatient Clinics that serve an almost exclusively rural and highly rural population. This rotation emphasizes provision of services to Veterans in these outlying communities via tele-health. Trainees would have an opportunity to provide services (i.e., assessment and intervention) to Veterans residing in rural areas that may otherwise not have access to Psychology services. Interns would also be involved with providing empirically supported treatments as part of our highly successful telepsychology programming, which includes both individual and group therapies. Interns would also gain significant experience in the Clinical Video Telehealth (CVT) to home, providing TeleMental health services to Veterans in highly rural communities that would otherwise be unable to obtain services at the main facility or CBOC's due to rural residence. Opportunities to provide stigma reduction consultation in small communities, in order to increase mental health awareness, as well as providing public service announcements would also be available. Finally, exceptional opportunities for program development, research and psychoeducation on rural mental health care are also facilitated within this rotation. For example, prior interns have conducted valuable research examining effectiveness of telehealth modalities in providing evidenced based care.



BEHAVIORAL HEALTH AND MENTAL HEALTH PRIMARY CARE

This rotation emphasizes development of skills needed to integrate psychological services within interdisciplinary treatment teams in medical settings. Major components of this rotation include brief evaluation and treatment of clinical and health psychology problems; triage decision-making to prioritize service delivery; consultation and collaboration with primary care providers for psychological and medical management; psychological assessment, individual and group psychotherapy, telepsychology services; referral to specialty mental health programs; and coordination of care. Unique collaboration opportunities are particularly available with the Primary Care Mental Health Psychiatric Provider. Interns have the opportunity to take part in leading empirically based treatment on topics such as sleep, pain, tinnitus and weight management, to include involvement on the Multidisciplinary Pain Team and completion of related evaluations (i.e. pre-surgical pain implementation evaluations). In addition, Interns will have the opportunity to develop skills in promoting healthy behaviors (i.e. physical activity) and help patients resolve other medically-related problems (i.e. pain management, treatment adherence, coping with illness, and disease management). Specialty training is provided in Motivational Interviewing and/or Problem Solving Therapy. Opportunities to gain experience in conducting transplant assessments may also be offered. Interns also have the opportunity to work as a mental health liaison to a multidisciplinary Patient Aligned Care Team (PACT) within primary care. The intern attends weekly team meetings that focus on administrative and clinical issues. Finally, research opportunities at the Fargo Eating Disorder Institute may also be available for those interested, providing a unique experience within a VA internship to learn more about eating disorders and relevant clinical applications.

INPATIENT CONSULTATION AND EXTENDED CARE

With the arrival of COVID19, protocols and expectations are frequently changing within the inpatient settings. The Community Living Center, 4B (inpatient mental health) and 3Main (inpatient hospital setting) all have different procedures in place with regard to seeing Veterans within each of those units. Within all units Veterans are still being contacted and psychology appointments are still being conducted via telehealth (i.e. via tablet or phone). Each unit has at least one tablet designated for appointment usage and managers of the units have worked with psychology to ensure the correct modality is being used per their guidelines. Multidisciplinary treatment team meetings and care conferences are still being held to ensure continued communication between members of the team, and these are primarily being held via telemodalities.

Psychology interns participate in multidisciplinary treatment teams focusing on the inpatient care of patients with serious mental illness, chronic substance abuse, dementia-related conditions, chronic and acute suicidal risk, and a full range of psychiatric disorders. They also participate in the inpatient care of those on the Community Living Center (CLC), which is a long term care unit for individuals requiring extended rehabilitation and care following surgery and/or lengthy hospitalizations. Interns assist in patient care, lead therapy groups, and contribute to treatment planning. They help patients to better manage their psychiatric illnesses, increase self-efficacy, improve coping skills, and reinforce positive behaviors. Rotation opportunities include, but are not limited to: attending multidisciplinary patient rounds and team meetings; conducting psychological assessments for diagnostic and treatment planning purposes; capacity evaluations; developing behavioral plans to manage disruptive or unhealthy behaviors; conducting group psychotherapy; providing short-term individual psychotherapy when appropriate; providing training and psychoeducation to staff; and assisting in coordinating treatment between inpatient and outpatient services. There may also be opportunities to observe and learn about Electroconvulsive Therapy with psychiatry as opportunities arise.



MINOR ROTATIONS

In addition to the above major rotations, opportunities to complete minor rotations in the following areas will also be available.

GEROPSYCHOLOGY

Interns may complete a minor rotation in geropsychology, whereby they receive additional experience treating older adults and working with their families. Training experiences would include the completion of comprehensive assessments with older adults examining psychiatric, behavioral, and psychosocial

concerns; psychological intervention; and consultation within treatment teams. Interns would have significant involvement with those on the Community Living Center (long term care unit). In the past, Interns have also been involved in Home Based Primary Care when appropriate; although this is currently on-hold due to COVID pandemic. The Community Living Center continues to be intentional and vigilant with regard to the care of this vulnerable population. With the exception of provider visits, therapies (Occupational, Physical, Speech and Recreational) and the Behavioral Recovery Outreach team, all visits and interactions are being conducted by tablet or phone. The interdisciplinary staff work together to ensure the Veteran's still receive the highest level of care possible, while ensuring the Veterans are safe from unnecessary contact with individuals.

SUBSTANCE ABUSE TREATMENT PROGRAM

The Substance Abuse Treatment Program (SATP) offers evaluations, individual therapy, continuing care, and intensive outpatient treatment. Interns would be offered an opportunity to provide assessment and intervention services to those with substance use concerns, as well as provide consultation to SATP staff. These services area also currently being offered via telehealth at this time.

HOMELESSNESS

The Fargo VA has received national recognition for its outstanding homeless program that facilitates Veterans' access to community resources in order to obtain permanent community-based housing. The program offers case management services and assists homeless Veterans in obtaining food, clothing, shelter, transportation, safety, ID cards and medical care. Interns are able to participate in programming, provide psychotherapy, and provide consultation to staff.

SUPERVISION OF PRACTICUM STUDENTS

While interns will receive four hours of required supervision per VA guidelines, they may also choose to provide supervision to practicum students training at the Fargo VAHCS. This would be in addition to the required supervision by licensed psychologists and would include consultation with the intern's supervisor regarding the provision of supervision.

ADMINISTRATIVE EXPERIENCE

Interns may shadow the Psychology Service Supervisor and Associate Chief of Staff for the Mental Health Service Line. This experience would include attending various meetings within the hospital, involvement in projects and policy, and program development/adjustment.

PROGRAM AIMS AND COMPETENCIES

Fargo VAHCS Psychology Doctoral Internship Aims:

Our internship program aims to provide exceptional training while adhering to a scholar-practitioner model. Training philosophy focuses on breadth of clinical skills, while emphasizing quality training in rural mental health care and telepsychology, using telecommunication technology in providing a variety of psychological services to Veterans spanning three states. We provide excellent training in cognitive and personality psychological assessment, as well as interdisciplinary consultation. Our aims also focus on scholarly knowledge and consideration of research as it guides clinical practice. Consistent with this approach, we focus on the effective utilization of empirically supported treatments. We emphasize

sensitivity to individual differences and diversity, always considering the many factors influencing a person's psychological development, including cultural, social and political factors. As such, we value attracting a diverse group of interns and continually maintain awareness of individual and cultural diversity.

Training is the primary focus of internship programming at the Fargo VA and psychology staff are very committed to providing superior training tailored to match each intern's goals and interests. Our internship program is extremely collaborative in nature, and involves frequent consultation among interns and psychology staff. Interns choose their own rotation placements in order to fulfill their individual training interests and needs, and may also choose from a variety of potential adjunctive rotations to further specialize their training experience. We pride ourselves on helping interns guide their professional development.

COMPETENCIES

CONSISTENT WITH THESE TRAINING AIMS, INTERNS ARE EXPECTED TO DEMONSTRATE COMPETENCY IN THE FOLLOWING AREAS

RESEARCH

Interns will demonstrate independent ability to critically evaluate and disseminate research, or demonstrate ability to complete other scholarly activities (e.g., case conferences, presentations, publications) at a local, regional, or national level.

ETHICAL AND LEGAL STANDARDS

Interns will be knowledgeable of and act in accordance with the APA Ethical Principles of Psychologists and Code of Conduct; relevant laws, regulations, rules, and policies governing health service psychology; and relevant professional standards and guidelines. They will recognize ethical dilemmas and apply ethical decision-making processes, as well as conduct themselves in an ethical manner in all professional activities.

INDIVIDUAL AND CULTURAL DIVERSITY

Interns will demonstrate competency in understanding how their own personal and cultural history may affect how they interact with those different from themselves. They will be familiar of the current theoretical and empirical knowledge base as it relates to diversity, integrate awareness and knowledge of individual and cultural differences in the conduct of professional roles, and independently apply knowledge in working effectively with a range of diverse individuals and groups.

PROFESSIONAL VALUES, ATTITUDES, AND BEHAVIORS

Interns will behave in ways that reflect the values and attitudes of psychology, demonstrating a maturing professional identity and sense of self as a "psychologist." They will engage in self-reflection, and be open and responsive to feedback and supervision. Interns will respond professionally across increasingly complex situations, demonstrating a greater degree of independence. They will develop a professional identity based upon generalist abilities and will be prepared to begin work at the post-doctoral level. They will be aware of any areas for further development and be able to formulate appropriate career development plans.

COMMUNICATION AND INTERPERSONAL SKILLS

Interns will demonstrate effective interpersonal skills and develop and maintain successful relationships with a wide range of individuals. They will effectively produce and comprehend oral, nonverbal, and written communications.

ASSESSMENT

Interns will develop competence in conducting psychological evaluation and assessment of adults with a variety of diagnostic concerns. An emphasis is placed on developing competence in diagnostic interviewing and administration/interpretation of psychometrically-validated instruments assessing personality and cognitive abilities. Interns will effectively select and apply assessment methods that draw from empirical literature. They will collect relevant data using multiple sources and methods, and effectively interpret assessment results to inform case conceptualization, classification, and recommendations. They will provide feedback and testing findings in an accurate and effective manner.

INTERVENTION

Interns will effectively develop evidence-based intervention plans and implement interventions informed by current scientific literature. They will apply relevant research literature to clinical decision making, modify and adapt evidence-based approaches as appropriate, and evaluate intervention effectiveness. They will successfully establish and maintain effective relationships with the recipients of psychological services.

SUPERVISION

Interns will demonstrate knowledge of supervision models and practices. They will apply this knowledge in direct or simulated practice with psychology trainees, or other health professionals.

CONSULTATION AND INTERPROFESSIONAL/INTERDISCIPLINARY SKILL

Interns will directly collaborate with those from other disciplines. They will demonstrate knowledge and respect for the roles and perspectives of other professions. Interns will develop competence in providing effective consultation, feedback, and translation of psychological principles to colleagues across disciplines.

TRAINING ACTIVITIES

THE FOLLOWING IS A SAMPLE OF TRAINING ACTIVITIES TO FACILITATE PREVIOUSLY MENTIONED AIMS AND COMPETENCIES:

WEEKLY DIDACTIC TRAININGS

Didactic trainings will assist in expanding interns' knowledge of assessment, intervention, consultation and ethical/diversity issues. Trainings emphasize evidenced based care. As an example, interns will receive training on Evidenced Based Assessment, Cognitive Processing Therapy and Prolonged Exposure Therapy for PTSD, Seeking Safety protocol for Co-occurring Trauma and Substance Use Disorders, Moral Injury, Motivational Interviewing, evidenced based treatments regarding behavioral health, Acceptance and Commitment Therapy, and a number of diversity related topics. These may primarily be offered via teleconference in case of pandemic, and are currently approved for APA continuing education credits as well.

INDIVIDUAL, GROUP, AND PEER SUPERVISION

Interns will receive individual supervision with primary supervisors and rotation supervisors, as well as group supervision with the Assessment Clinic Supervisor, Training Director, and Research Supervisor. They are also allocated one hour of weekly peer supervision to foster peer learning and depth of training. At minimum, four hours of combined individual and group supervision will be provided (no less than two hours individual supervision weekly). Interns also frequently seek supervision during unscheduled times, and psychology staff are happy to make themselves available for additional consultation as needed. Supervision also includes review of topics associated with professional development, career planning, reviewing postdoctoral opportunities, and resources to assist with retirement planning and loan repayment. Breadth of supervision will be facilitated by assigning supervisors varying in the duration of licensure, as well as clinical interests and theoretical orientation. Interns will complete and review self-report forms and consistently discuss professional development during individual, group, and peer supervision to become aware of areas for further development. They will also discuss research articles pertaining to clinical assignments, and will work more independently as they progress in training, as evidenced by requiring less corrective feedback during supervision. Twice yearly, Interns will also participate in a role play whereby they serve in a supervisor role. Interns will be provided feedback on areas that were particularly effective, as well as opportunities for growth in the provision of supervision. In case of pandemic, and when deemed most appropriate and authorized, telesupervision is utilized.

ASSESSMENT CLINIC

Interns will be required to complete a year-long assessment experience, writing coherent cognitive and personality psychological evaluations that accurately respond to a variety of referral questions. This will include supervision in administering and interpreting a range of psychometrically-validated instruments assessing personality and cognitive abilities (i.e., MMPI-2, MMPI2-RF, MCMI-IV, PAI, WAIS-IV, WMS-IV, RBANS, Stroop, Trails, Wisconsin Card Sorting Test, etc.). They will effectively provide feedback to Veterans, families, and other providers related to diagnoses and treatment recommendations. Referral sources include, although are not limited to, psychiatry, neurology, and primary care. Training in assessment will be provided by 6 psychology and neurology staff on topics including ADHD assessment, differential diagnosis of cognitive disorders, and advanced MMPI-2-RF interpretation. Weekly supervision includes discussion of testing data and review of published articles related to cognitive assessments. In case of pandemic, interns will use adapted assessment protocols, and appropriate PPE and protective shields/Plexiglas will always be used if assessment were to be completed in-person.

TELEPSYCHOLOGY SERVICES

Due to the large number of rural Veterans served by our facility and current pandemic, primarily all of our services are provided via telepsychology. Interns will receive formalized telepsychology training and experience, which is incorporated throughout the training year. Upon demonstrating competencies at face to face levels, interns will provide services via our well-developed tele-health program that may include assessment, individual therapy, and group therapy programming to Community Based Outpatient Clinics. Interns may also gain experience in providing Clinical Video Telehealth (CVT) to home, obtaining required training and orientation to providing services to Veterans unable to present to local CBOC's or the main facility due to barriers associated with driving distance.

GRAND ROUNDS SEMINARS

Didactic training will also be facilitated via our medical affiliation with The University of North Dakota's Medical School Psychiatry Grand Rounds. Interns will be expected to attend relevant mental health grand rounds presentations, which feature a number of locally recognized providers that present on research, intervention, assessment, and other professional issues. These are currently offered via teleconference.

INTERN PRESENTATION

Interns will be asked to present on a clinical/research interest at a grand rounds seminar, local conference, or other relevant venue. Prior internship cohorts have found this to be a very valuable experience, often facilitating excellent opportunities for mental health outreach.

DIVERSITY AND ETHICS EXPERIENCES

Diversity and cultural sensitivity will be continually addressed via culturally competent supervision, in conjunction with didactic trainings (i.e. seminars on Considerations when Working with LGBTQ populations; Treatment Considerations with Native American Veterans). Interns will also have involvement with experiential activities. Examples in the past include: Native American smudging ceremonies or sweat lodge in the community, and VA Stand Down which provides services to homeless Veterans. Awareness of and sensitivity to cultural and diversity issues, as well as ethical matters, will be a focus throughout training. If interested, interns also have the opportunity to co-lead a Transgender Skills and Support Group, as well as to complete gender affirming evaluations and to provide psychotherapy for transitional transgender Veterans. Furthermore, interns are able to have a diversity mentor, and/or participate in Diversity Committee Meetings.



INTERDISCIPLINARY TREATMENT TEAM MEETINGS

The Fargo VA utilizes an interdisciplinary treatment team model approach to care. Treatment teams are responsible for a large panel of patients and meet several times per week to better coordinate clinical care. Disciplines present include psychiatrists, nurses, social workers, homeless program and substance abuse program liaisons, peer support specialists, pharmacists, psychologists, and trainees from other disciplines. All interns will be assigned to treatment teams to develop and refine strong consultation skills. In case of pandemic, teams typically meet via virtual modalities.

RESEARCH

Research and program evaluation is considered an integral part of the training experience. Interns will review scientific literature on a consistent basis, and incorporate considerations during supervision and clinical duties. They will present on a topic of choice (often as a group), collaborating in completing a brief research project to better understand research processes in VA settings, and sharing findings with Psychology staff. Additional research experiences may also be made available for those wishing to further develop in this competency, including potential collaboration with projects conducted at the Fargo Eating Disorder Institute and more individualized research projects within the Fargo VA.

SUICIDE PREVENTION

The Fargo VA has an exceptional Suicide Prevention Program Team, offering tremendous opportunities for education, outreach, and trainings on comprehensive suicide risk assessment and safety planning. Interns will have opportunities to collaborate with the treatment team and obtain quality training and resources in working with Veterans that may be at risk for suicide.

WHOLE HEALTH PROGRAM

The Fargo VA offers a Whole Health program, aimed at utilized a multi-systems approach to Veteran care. Whole Health is also known “Patient Centered Care”. This means that it is personalized, proactive, and developed around each patient’s mission, aspiration, and purpose. It is an approach to healthcare that empowers and equips patients to take charge of their health and well-being and to live their life to the fullest. It’s focus is to transition from a disease-based “find it-fix it” paradigm to a system of primary prevention. Interventions include: Yoga, Tai Chi, Reiki, Acupuncture, Chiropractic Care, Mindfulness Classes, among others (of note, some of these are currently on-hold or being adapted due to COVID-19 precautions).

Veteran Whole Health Classes				
June 2019				
Open to Veterans enrolled in VA health care				
* = Pre-registration required; call (701) 239-3700 or 1-800-410-9723 dial 9 then extension ####				
GREEN = Whole Health Classes – WC= held in Whole Health Wellness Center, room 2E-25; Whole Health-Ext. 3990				
RED = New class, first class in a series or special announcement				
Monday	Tuesday	Wednesday	Thursday	Friday
3	4	5	6	7
Mindfulness 11:30 a.m.-12 p.m.; WC Sit to Fit: 3:30-4:00; WC Adaptive Tai Chi: 2-2:50 p.m.; WC Gentle Yoga: 4:30-5:30 p.m.; WC	Walking Group: 9 a.m. @ Health Hub Eat Right, Live Strong 10:30 a.m., WC; Ext. 3625 Adaptive Tai Chi: 2-2:50 p.m.; WC Warrior One Yoga: 3-4 p.m., WC	Tai Chi: 2-2:50 p.m. WC Yoga Foundations: 3-4 p.m.; WC	Adaptive Tai Chi: 2-2:50 p.m.; WC	Warrior One Yoga: 4-5 p.m.; WC

INTERNSHIP MENTOR

Interns are encouraged to choose a staff member that shares professional interests as a mentor. This individual's role is to mentor the intern in his/her career development efforts, assist in formulating training/rotation plans, and to help the intern find the best ways to meet their short and long term training objectives. Should the intern have difficulty with any of the training context (i.e. during a major or adjunctive rotation), the mentor will work collaboratively with the intern and training staff involved to find solutions to difficulties. The mentor cannot be considered completely non-evaluative; although the role is one of mentorship primarily. The extent to which the intern chooses to develop a relationship with and utilize their mentor may vary, individually and over the course of the year. Interns may also specifically request to work with a Diversity Mentor, reviewing diversity specific topics and attending diversity committee meetings.

EVALUATION

Internship programming is developmental and generalist in nature. At the beginning of the year, interns are expected to have entry level competence in research, ethical and legal standards, individual and cultural diversity, professional values/ behaviors, communication and interprofessional skill, adult psychological assessment, psychological intervention, supervision, and consultation and interdisciplinary skill. Over the course of training, they will refine these skills in working toward clinical independence. In order to achieve this level of functioning, training will first emphasize breadth of knowledge by completing diverse clinical duties, obtaining more intensive supervision, and attending didactic trainings. Overarching clinical activities will focus on cognitive and personality assessment, provision of empirically supported therapies, and consultation (i.e. participation in interdisciplinary treatment team meetings and Mental Health staff meetings).

Evaluation of progress in meeting both foundational competencies (i.e., understanding of ethics and cultural diversity issues, knowledge of scientific foundations of psychology) and functional competencies (i.e., assessment, intervention, consultation, research) will be measured through a variety of avenues including, but not limited to work samples, hypothetical case studies, and direct assessment. Progress toward goals will be continually evaluated, as well as formally completed following each rotation period. Interns will also review self-evaluation forms with primary rotation supervisors. Functionally, evaluation helps monitor trainees' readiness for entry to practice. Our minimal levels of achievement for programming are noted below, and are directly linked to our evaluations, corresponding to our aims and competencies.

In order for Interns to maintain good standing in the program they must:

- ✓ For the first and second training trimester, obtain ratings of at least a "2" [*Regular supervision required on most straight forward cases/projects*] for all competency items on the Intern Trimester Evaluations, Assessment Clinic Evaluation, and relevant Adjunctive Training Experience Evaluation forms.
- ✓ Demonstrate progress in competencies on the Intern Trimester Evaluation, Intern Assessment Clinic Evaluation, and relevant Adjunctive Training Experience Evaluation forms which have not been rated at a "5" or higher [*Little consultation/supervision needed; sound critical thinking/judgment evident overall (intern exit level; postdoc entry level)*].
- ✓ By the mid-point of training, successfully complete required items of the Fargo VAHCS Psychology Test Training Form, which includes observing, role-playing, and administering assessments under observation
- ✓ No items in competency areas will be rated as a "1" (*Substantial supervision required on all cases projects; little to no autonomous judgment; triggers a remediation plan*)
- ✓ Not be found to have engaged in any significant unethical behavior

In order for Interns to successfully complete the program, they must:

- ✓ By the end of the last training period, obtain ratings of at least a "5" [*Little consultation/supervision needed; sound critical thinking/judgment evident overall (intern exit level; postdoc entry level)*] for all items in each competency area on Intern Trimester Evaluation, Intern Assessment Clinic Evaluation, and relevant Adjunctive Training Experience Evaluation forms
- ✓ Not be found to have engaged in any significant unethical behavior

SUPERVISION

Interns will receive at least 2 hours of individual supervision and at least 2 hours of group supervision per week. All members of the Psychology staff are available for consultation, and interns will be scheduled for regular contact with the Director of Training. Supervision styles and theoretical orientations vary. Supervision includes direct observation, and also involves audio recording, role-plays, review of documentation, co-therapy, case presentations, and consultative/supervisory work.

DIDACTICS

Interns will meet for a weekly didactic seminar, where a variety of topics related to program competencies will be reviewed (i.e. personality and cognitive assessment, evidenced based treatment, ethical and diversity considerations, various professional development issues). Interprofessional training is highly valued. Psychology staff as well as other disciplines, will present on such topics and some training may span weeks in duration. Case presentations and Psychiatry Grand Rounds (which involves presentations to Physicians, Psychologists, Residents, and other medical staff on specific psychiatric related issues) are additional avenues of didactic training. Interns are also expected to present on a topic of expertise at a Grand Rounds or a local university/venue during their training (either individually, or as a cohort). They are also authorized time to participate in an Interprofessional Journal Club, where they meet with trainees from other mental health disciplines (i.e. Social Work, Psychiatry, Pharmacy) on a monthly basis.

TRAINING TERM

The internship requires a one-year, full-time training commitment beginning in August, with interns averaging 40 hours a week. Interns are entitled to 10 federal holidays (as well as additional unplanned federal holidays when authorized) and earn sick leave and vacation (annual leave) at a rate of 4 hours per two-week pay period (total of 13 days of each). Additional leave for sickness associated with COVID or related quarantine may also be authorized in certain cases. Interns may also request up to five days of additional leave (approved absence) to attend trainings, conferences, and/or graduate related activities (these are reviewed as requests arise).

Government Holidays 2020

January 1st – New Year's Day
January 20th – Martin Luther King Jr. Birthday
February 17th – Washington's Birthday
May 25th – Memorial Day
July 3rd (Observed) – Independence Day
September 7th – Labor Day
October 12th – Columbus Day
November 11th – Veterans Day
November 26th – Thanksgiving Day
December 25th – Christmas Day

STIPEND, BENEFITS AND RESOURCES

Current stipend is anticipated to be \$26,297 per year. State and federal income tax and FICA (Social Security) are withheld from interns' salary. The United States Government covers interns for malpractice under the Federal Tort Claims Act. Interns are eligible to receive health, dental and life insurance coverage. Interns may also be eligible for the Child Care Subsidy Program, and are able to utilize the facility's gym on campus.



All Interns are provided with their own office, secured office computers, and office supplies. They are given access to Psych Info database and other resources through the medical library. A comprehensive assessment/testing library is updated and maintained by the Psychology Technician. In cases where telework is deemed appropriate, interns are provided with support for accessing the VA computer system from their home computers, via secure portal.



Photos of intern offices, each intern receives own office, with window and telehealth equipment

APPLICATION AND SELECTION PROCEDURES

Applicants must meet the following prerequisites to be considered for our program:

1. Doctoral student in an American Psychological Association (APA) or Canadian Psychological Association (CPA) accredited Clinical or Counseling Psychology program, or in an APA or CPA approved respecialization training program in Clinical or Counseling Psychology
2. Approval for internship status by graduate program training director
3. A minimum of 250 direct intervention and 30 direct assessment hours of supervised graduate level practicum experience prior to internship. If you are not meeting these requirements (i.e. due to pandemic related implications), please reach out to Directors of Training.
4. U.S. citizenship
5. Federal law requires that most male applicants living in the US between the ages of 18 and 26 register with the Selective Service System. Male, for this purpose, is any individual born male on their birth **certificate regardless of current gender. Males required to register, but who failed to do so by their 26th birthday, are barred from any position in any Executive Agency.** Visit <https://www.sss.gov> to register, print proof of registration or apply for a Status Information Letter.
6. Matched interns are subject to fingerprinting and background checks. Match result and selection decision are contingent upon passing these screens
7. As are other employees, matched interns are subject to random selection for drug screening exams once on staff
8. Lastly, matched interns will be required to have proof of up-to-date vaccinations, including screening for tuberculosis and hepatitis B vaccination (or have signed declination waivers)

If you have more specific questions regarding eligibility requirements, including drug testing and background checks, please refer to the OPM website (<https://www.opm.gov/>).

SELECTION AND INTERVIEW PROCESS

A selection committee comprised of those involved in training reviews applications, with a focus on goodness of fit between intern goals and facility training opportunities. The VA Health Care System in which our training program resides is an Equal Opportunity Employer. Our training program is committed to ensuring a range of diversity among trainees, and we select candidates representing diverse backgrounds. All things being equal, consideration is given to applicants representing elements of diversity, including, but not limited to, age, disability, ethnicity, gender, gender identity, language, national origin, race, religion, culture, sexual orientation, social economic status, and military service. These factors may be indicated on your application (please see below under Application Procedures). We are committed to providing reasonable accommodations to individuals with disabilities, as is most appropriate. Please do not hesitate to reach out to the training directors, should you have any questions regarding accommodations.

A subgroup of applicants are offered interviews typically offered on select Mondays in January to allow an opportunity to learn more about our training site. We have typically held in-person interviews to allow applicants an opportunity to visit our site and get a sense of our welcoming atmosphere; while also allowing phone interviews for individuals unable to make an in-person visit. Interviewing options for the 2021-2022 cohort will be completed virtually due to the COVID pandemic. We adhere to guidelines established by the Association of Psychology Postdoctoral and Internship Centers (APPIC) and follow match policies. Our internship site agrees to abide by the APPIC policy that no person at our training facility will solicit, accept, or use any ranking-related information from any intern applicant. **The Fargo VA Health Care System's Match Number is 220711.** Applicants must obtain an Applicant Agreement Package from NMS and register for the Match in order to be eligible to match to our internship programs.

You can request an Applicant Agreement Package from NMS through the Matching Program web site or by contacting NMS.

APPLICATION PROCEDURES

Complete the APPIC online AAPI and designate our program match number. We request three letters of recommendation, with at least one being from someone familiar with your academic work. Submit no more than four letters. Should you choose, you may also identify representation with an element of diversity. All application materials must be submitted through the online AAPI and received by **November 20th, 2020**.

ACCREDITATION STATUS

The doctoral internship program in Psychology at the Fargo VAHCS is accredited by the Commission on Accreditation of the American Psychological Association. The next site visit will be during the academic year 2021.

Questions related to our accreditation status can also be directed to the Commission on Accreditation:

Office of Program Consultation and Accreditation
American Psychological Association
750 1st Street, NE

Washington, DC 20002-4242
1-800-374-2721

<http://www.apa.org/education/grad/program-accreditation.aspx>

INTERNSHIP ADMISSIONS, SUPPORT AND INITIAL PLACEMENT DATA

INTERNSHIP PROGRAM TABLES

Date Program Tables are updated: July 2020

INTERNSHIP PROGRAM ADMISSIONS

Briefly describe in narrative form important information to assist potential applicants in assessing their likely fit with your program. This description must be consistent with the program's policies on intern selection and practicum and academic preparation requirements:

Our program focuses on a goodness of fit between intern goals and our training opportunities. As noted above, our training philosophy focuses on breadth of clinical skills, while emphasizing quality training in rural mental health care, telepsychology, assessment, interdisciplinary consultation, and utilization of empirically supported treatments. We also emphasize sensitivity to individual differences and diversity, and value attracting a diverse group of interns. All things being equal, consideration is given to applicants representing elements of diversity, including, but not limited to, age, disability, ethnicity, gender, gender identity, language, national origin, race, religion, culture, sexual orientation, social economic status, and military service (please also refer to Application Procedures above).

Does the program require that applicants have received a minimum number of hours of the following at time of application? If Yes, indicate how many:

Total Direct Contact Intervention Hours:	N <u>Y</u>	Amount: 250
Total Direct Contact Assessment Hours:	N <u>Y</u>	Amount: 30

Describe any other required minimum criteria used to screen applicants:

- ✓ Doctoral student in an American Psychological Association (APA) or Canadian Psychological Association (CPA) accredited Clinical or Counseling Psychology program, or in an APA or CPA approved re-specialization training program in Clinical or Counseling Psychology
- ✓ Approval for internship status by graduate program training director
- ✓ U.S. citizenship
- ✓ Male applicants born after 12/31/1959 must have registered for the draft by age 26
- ✓ Matched interns are subject to fingerprinting and background checks. Match result and selection decision are contingent upon passing these screens
- ✓ As are other employees, matched interns are subject to random selection for drug screening exams once on staff
- ✓ Matched interns will be required to provide proof of up-to-date vaccinations, including screening for tuberculosis and hepatitis B vaccination (or have signed declination waivers)

FINANCIAL AND OTHER BENEFIT SUPPORT FOR UPCOMING TRAINING YEAR*

Financial and Other Benefit Support for Upcoming Training Year*

Annual Stipend/Salary for Full-time Interns:	\$26,297
Annual Stipend/Salary for Half-time Interns:	NA

Program provides access to medical insurance for intern?	<u>Yes</u>	No
If access to medical insurance is provided		
Trainee contribution to cost required?	<u>Yes</u>	No
Coverage of family member(s) available?	<u>Yes</u>	No
Coverage of legally married partner available?	<u>Yes</u>	No
Coverage of domestic partner available?	Yes	<u>No</u>
Hours of Annual Paid Personal Time Off (PTO and/or Vacation)	104	
Hours of Annual Paid Sick Leave	104	
In the event of medical conditions and/or family needs that require extended leave, does the program allow reasonable unpaid leave to interns/residents in excess of personal time off and sick leave?	<u>Yes</u>	No

Other Benefits (please describe): Interns are eligible to receive health, dental and life insurance coverage. Interns may also be eligible for the Child Care Subsidy Program, and are able to utilize the facility's gym on campus when open/available.). Additional leave for sickness associated with COVID or pandemic related quarantine may also be authorized in certain cases.

*Note. Programs are not required by the Commission on Accreditation to provide all benefits listed in this table

INITIAL POST-INTERNSHIP POSITIONS

(Provide an Aggregated Tally for the Preceding 3 Cohorts)

2016-2019

Total # of interns who were in the 3 cohorts: 9

Total # of interns who did not seek employment because they returned to their doctoral program/are completing their doctoral degree: 0

	PD	EP
Community mental health center	0	0
Federally qualified health center	0	0
Independent primary care facility/clinic	0	0
University counseling center	0	0
Veterans Affairs medical center	1	5
Military health center	0	0
Academic health center	0	0
Other medical center or hospital	0	0
Psychiatric hospital	0	0
Academic university/department	1	0
Community college or other teaching setting	0	0
Independent research institution	0	1
Correctional facility	0	0
School district/system	0	0
Independent practice setting	0	1
Not currently employed	0	0
Changed to another field	0	0
Other	0	0
Unknown	0	0

Note: "PD" = Post-doctoral residency position; "EP" = Employed Position. Each individual represented in this table should be counted only one time. For former trainees working in more than one setting, select the setting that represents their primary position.

FARGO-MOORHEAD COMMUNITY

The metropolitan Fargo area has a population of about 200,000 and is located 3 hours away from the Minneapolis-St. Paul area. Fargo-Moorhead has one of the lowest unemployment rates in the country, a consistently low crime rate, and very affordable housing. There are three major colleges within a two-mile radius and a warm community that features a wide variety of recreational activities, rich cultural events, and frequent sporting events.



Outdoor recreational activities are in abundance. In the summer months activities include, biking, swimming, fishing, golfing, and camping. In the winter months, individuals can enjoy ice fishing, cross-country skiing, sledding, and hockey. The Fargo-Moorhead area is an ideal community where students can gain education and start their career.



FARGO VA PSYCHOLOGY STAFF

Feel free to contact staff by email; they are happy to respond to questions!

LINDSAY ANDERSON, PH.D, LP (PRONOUNS: HER, SHE)

LINDSAY.ANDERSON5@VA.GOV

Degree: Clinical Psychology

Date: 2012

School: University of Colorado and Colorado Springs

Interests: Aging, Geropsychology, Long-term Care, Alzheimer's Disease & Dementia, Caregiving in Late Life

ANGELA COLLINS, PH.D, LP (PRONOUNS: HER, SHE)

ANGELA.COLLINS3@VA.GOV

Degree: Clinical Psychology

Date: 2009

School: University of Nevada - Reno

Interests: Associate Chief of Staff (Mental Health Service Line), Anxiety Disorders, Dialectical Behavior Therapy, Health Psychology, Administration

*GILLIAN FREEBORN, PSY.D, LP (INTERN CLASS 2012-13; PRONOUNS: HER, SHE)

GILLIAN.FREEBORN@VA.GOV

Degree: Clinical Psychology

Date: 2013

School: Argosy University-Twin Cities

Interests: Psychology Supervisor, Behavioral Health, Pain Management, Palliative Care

ADAM GUILMINO, PH.D, LP (PRONOUNS: HE, HIM, HIS)

ADAM.GUILMINO@VA.GOV

Degree: Counseling Psychology

Date: 2006

School: University of North Dakota

Interests: Mental Health Primary Care, Disruptive Behavior Committee

ROBERT GULKIN, PH.D, LP (PRONOUNS: HE, HIM, HIS)

ROBERT.GULKIN@VA.GOV

Degree: Clinical Psychology

Date: 1975

School: University of Memphis

Interests: General Clinical Interests, Assessment, Treatment and Diagnosis of Anxiety

JESSICA GUSTIN DATHE, PH.D, LP (PRONOUNS: HER, SHE)

JESSICA.GUSTIN@VA.GOV

Degree: Clinical Psychology

Date: 2009

School: University of South Dakota

Interests: Psychology Training, Co-Occurring Psychiatric and Substance Use Disorders, Dialectical Behavior Therapy, Posttraumatic Stress Disorder

Evidenced Based Therapy Experience: CBT-D, CPT, DBT, PE, Seeking Safety, Written Exposure Therapy

STEPHANIE HARTBERG, PSY.D (PRONOUNS: HER, SHE)

STEPHANIE.HARTBERG@VA.GOV

Degree: Organizational Psychology

Date: 2018

School: University of the Rockies

Interests: Psychological Testing and Applications, Occupational Mental Health

*CRISILDA IRIZARRY-ANSON, PSY.D (INTERN CLASS 2019-2020; PRONOUNS: HER, SHE)

CRISILDA.IRIZARRYANSON@VA.GOV

Degree: Clinical Psychology

Date: Anticipated December 2020

School: Albizu University

Interests: Inpatient Mental Health, Dialectical Behavior Therapy, Mindfulness Techniques

Evidenced Based Therapy Experience: PE, CPT, DBT, CBT, Mindfulness, CBT-I

*NICOLE JUSTICE, PH.D, LP (INTERN CLASS 2017-2018; PRONOUNS: HER, SHE)

NICOLE.JUSTICE@VA.GOV

Degree: Counseling Psychology

Date: 2018

School: University of Northern Colorado

Interests: Posttraumatic Stress Disorder, General Mental Health, Interpersonal Relationships, Group Psychotherapy

Evidenced Based Therapy Experience: PE, CPT, DBT, CBT, Written Exposure Therapy, Moral Injury

*LINDSAY KUJAWA, PH.D, LP (INTERN CLASS 2015-2016; PRONOUNS: HER, SHE)

LINDSAY.KUJAWA@VA.GOV

Degree: Counseling Psychology

Date: 2016

School: University of North Dakota

Interests: Cognitive and Psychological Evaluations, Neuropsychological Screening, Projective Testing/Rorschach, Posttraumatic Stress Disorder, Childhood and Military Sexual Trauma

Evidenced Based Therapy Experience: EMDR, PE, CBT for Insomnia, ACT for Anxiety, Moral Injury

CASEY LAWLER, PH.D, LP (PRONOUNS: HER, SHE)

CASEY.LAWLER@VA.GOV

Degree: Clinical Psychology

Date: 2006

School: Washington State University

Interests: Health Behavior Change, Evidence Based Treatments, Cognitive Assessments, Posttraumatic Stress Disorder

KARL NELSON, PH.D, LP (PRONOUNS: HE, HIM, HIS)

KARL.NELSON@VA.GOV

Degree: Clinical Psychology

Date: 2003

School: University of Hawaii at Manoa

Interests: Substance Abuse Treatment, Addictive Disorders, Research Activities
Evidenced Based Therapy Experience: ACT-D, CBT-D, ACT for Anger, Substance Use Disorder, Addictions

MARGO NORTON, PH.D, LP (PRONOUNS: HER, SHE)

MARGO.NORTON@VA.GOV

Degree: Clinical Psychology
Date: 1998
School: University of North Dakota
Interests: Posttraumatic Stress Disorder, Post Deployment Mental Health
Evidenced Based Therapy Experience: Co-joint Behavior Couple's Therapy for PTSD, PE, CBT-I, Moral Injury, CBT-D, Written Exposure Therapy, CBT for Social Anxiety, GAD and Panic

JAY PHILLIPPI, PH.D, LP (PRONOUNS: HE, HIM, HIS)

JAY.PHILLIPPI@VA.GOV

Degree: Counseling Psychology
Date: 2011
School: University of North Dakota
Interests: Forensic and Psychological Assessment, Compensation and Pension Exams, Recovery Model, Positive/Strengths Based Psychology

SCOTT RESSLER, PSY.D, LP (PRONOUNS: HE, HIM, HIS)

SCOTT.RESSLER@VA.GOV

Degree: Clinical Psychology
Date: 2014
School: Minnesota School of Professional Psychology
Interests: Brief Psychotherapy, Psychological Assessment, Behavioral Recovery Outreach

*SAMANTHA TUPY, PH.D, LP (INTERN CLASS 2017-2018; PRONOUNS: HER, SHE) SAMANTHA.TUPY@VA.GOV

Degree: Clinical Psychology
Date: 2018
School: Idaho State University
Interests: Psychology Training, Neuropsychology and Forensic Assessments, Posttraumatic Stress Disorder, Dual Diagnoses, Reintegration, Health Behaviors (including sexuality/intimacy issues), LGBTQ populations, Research, Evidenced Based Therapy Experience: PE/COPE, CPT, Written Exposure Therapy, CBT-I, Seeking Safety, Moral Injury, DBT skills, Internal Family Systems, CBT-Transdiagnostic, ACT-Transdiagnostic, Grief and Loss

* INDICATES PAST INTERNS OF THE FARGO VA INTERNSHIP CLASS